



# The Judicial Branch News

Volume 3, Issue 7

July 2008

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If you wish to contribute to this newsletter, please send articles, news items, photos or other correspondence to:  
[karra@superiorcourt.maricopa.gov](mailto:karra@superiorcourt.maricopa.gov).

*"Committed to the Timely, Fair and Impartial Administration of Justice."*



## National Associations Tap County Leadership

The National Association for Court Management is among the growing list of professional associations to seek the leadership of a Maricopa County government official.

On July 17, Superior Court Administrator Marcus Reinkensmeyer was sworn in as president of the National Association of Court Management (NACM).

During his one-year term, Reinkensmeyer will lead an international organization of court management professionals.

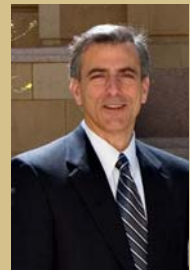
"This is a groundbreaking year for Maricopa County to have had five leaders chosen to head their respective professional organizations," Reinkensmeyer said. "I'm honored to be president of NACM, and join my colleagues from Maricopa County."

Other Maricopa County leaders who have been recently chosen to lead professional organizations include: Superior Court Human Resources Director Phillip Hanley, Adult Probation Chief Barbara Broderick, Clerk of the Superior Court Michael Jeanes and Supervisor Don Stapley.

In July, The Association of Labor Relations Agencies (ALRA) elected Superior Court Human Resources Director Phillip Hanley to be its president for a one-year term.

ALRA is a professional association that monitors the administration of labor-management relations laws and services. As ALRA president, Hanley is responsible for appointing committee members and leading board meetings.

## Snapshots of Maricopa County Officials



**Name - Marcus Reinkensmeyer**  
**Job Title - Superior Court Administrator**  
**Presidency - National Association of Court Managers**  
**Term of Presidency - One Year**



**Name - Phillip Hanley**  
**Job Title - Superior Court Human Resources Director**  
**Presidency - Association of Labor Relations Agencies**  
**Term of Presidency - One Year**

**More Snapshots - Page 3**

**County Leadership - Continued on page 2**

## Message From the Presiding Judge



**Barbara Rodriguez Mundell**  
Presiding Judge

One of the most enjoyable tasks for a Presiding Judge is to participate in an event that honors one of our many dedicated court leaders. On July 17, I attended the National Association for Court Management (NACM) annual conference to administer the oath of office to Court Administrator Marcus Reinkensmeyer as the organization's president.

More than 500 attended, including court administrators, clerks of court and judges. Nearly every state was represented as well as a number of court officials from foreign countries.

Those of us who work with Marcus on a daily basis appreciate his excellent managerial skills and expertise in court operations. There are many things about him that I want to share that exemplify the reason he was selected by his peers to lead NACM, which prides itself as an organization committed to developing "proficient court managers with leadership skills and a commitment to excellence."

Marcus' job responsibilities mesh closely with my strategy as Presiding Judge to lead the court to efficiency, accountability and equal access to justice. He is in charge of the management and administration of non-judicial functions of the Superior Court. His primary duties are to plan, organize, direct and exercise immediate supervision over judicial administrators and the court budget. He works closely with Facilities Management related to new construction of court buildings. Marcus has been instrumental in planning the new Criminal Court Tower project in Downtown Phoenix.

Marcus joined the Superior Court management team in 1991 when he moved from Illinois, where he served as an assistant administrative director with the Administrative Office of the Courts. He also was a circuit court administrator, assistant superintendent of juvenile detention and a probation officer.

His hobbies include playing guitar, running and performing in his church band. He is an incredibly talented photographer and his work has been published in a variety of publications.

Marcus' appointment as NACM president is not only an honor for him but for our entire court.

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## *Associations Tap County Leadership - Continued From Page 1*

"Given the fact that the organization has more than 60 member agencies from all across North America and Canada, it is very gratifying to know that they have placed their confidence in me to lead the organization through these difficult times," Hanley said. "I have always had a passion for labor relations. I am truly honored to have been selected to serve as president of this fine organization for the next year," Hanley said. "Next year will be a challenge, but it is a challenge that I look forward to. We have a great Board, and I am very confident that together, we will continue to fulfill our mission to our member agencies and the jurisdictions that they represent," Hanley said.

Hanley has spent the last 27 years working in human resources.

The American Probation and Parole Association (APPA) elected Probation Chief Barbara Broderick as its president-elect in 2007. She will serve a two-year-term as president-elect and will become president of the group in August of 2009.

"As a member of APPA, you are afforded the opportunity to see how things are accomplished in other states and countries. You are given a much wider lens to view the world," Broderick said.

## Associations Tap County Leadership - Continued

### County Leadership - Continued from page 2

The APPA is an international organization composed of individuals from the United States and Canada who are actively involved in the disciplines of probation, parole and community corrections.

Broderick, who was appointed as Maricopa County Probation Chief in 2000, has been active in the APPA since 1980 when she was working as a New York State Division of Parole employee.

The National Association of Counties (NACo) named Maricopa County Supervisor Don Stapley as its president in July to serve a term of one year.

NACo is the only national organization that represents county governments in the United States. It provides essential services to the nation's 3,068 counties. NACo assists counties in finding and sharing innovative solutions through education and research, and provides value-added services to save counties and taxpayers money.

Supervisor Stapley was first elected to represent Maricopa County's 2<sup>nd</sup> District in 1993. He has been a member of the NACo Board of Directors since 2004.

The Arizona Association of Counties (AACo) elected Clerk of the Superior Court Michael Jeanes as their president in November of 2007 to serve a term of one year. As president of the AACo, Jeanes represents each Arizona County and its elected officials by serving as a liaison to the Arizona Legislature, Congress, other governmental agencies, the media and the public.

"I do attribute my election to the AACo Presidency to our incredible team in the Clerk's Office. The team and our accomplishments have made me look good," Jeanes said.

The AACo is an organization whose membership consists of more than 200 County elected officials statewide and is dedicated to improving county government in the State of Arizona.

"Leaders can only be successful if they are surrounded by great people. The high level of professionalism in Maricopa County is being recognized when Maricopa County leaders are selected for these positions," Jeanes said. "I am proud to be part of an organization that has been selected as the *best run county*. I believe this is a reflection of the quality of the people in County government and the Judicial Branch. When I address the quality of the people, I am referring to all of the people who serve our citizens, not just the leadership."

### Snapshots - Continued from page 1



**Name:** *Barbara Broderick*  
**Job Title** - Maricopa County Chief of Adult Probation  
**Presidency**- American Probation and Parole Association (Currently president-elect. She will be APPA president in 2009.)  
**Term of Presidency** - Two years



**Name:** *Don Stapley*  
**Job Title** - Maricopa County Supervisor, District 2  
**Presidency** - National Association of Counties



**Name:** *Michael Jeanes*  
**Job Title** - Maricopa County Clerk of Superior Court  
**Presidency** - Arizona Association of Counties  
**Term of Presidency** - One Year

## Q and A: Judge Roger Brodman

*Judges who have joined the bench over the past several months are being featured in a question-and answer feature that runs regularly in the Judicial Branch News.*

**Q. What has been the biggest surprise you've encountered about becoming a judge? Please explain.**

As a civil practitioner, I was accustomed to hearings that start on time. The biggest surprise I've encountered as a judge is the chaotic nature of the calendars in juvenile court, and the downtime encountered while waiting for attorneys. The job requires more patience than I ever anticipated.



*Roger Brodman*

**Q. While in practice, you earned national recognition, as well as a number of honors - including being named as a "super lawyer of the Southwest," a "best lawyer in America" and "best of the bar" in Arizona. Over a 24-year career, you served as a partner of a large and prestigious law firm and then co-founded a partnership specializing in construction law. What led you to your decision to become a judge? How different has your life become since joining the bench? Is there anything you really miss from your life as a lawyer?**

I had been a private arbitrator on many occasions, and I enjoyed the act of listening to evidence and making a decision. As I reached the age of 50, I was ready for a career change and I thought that becoming a judge might be a good use of my skills. The job can be quite isolating, and I do miss the social interactions with other lawyers. I fully recognize that I need to get out for lunch more often.

**Q. Have you ever tried anything that was a total failure? Were there any lessons learned from the experience? Please explain.**

I was not cut out to coach softball for 8 to 12 year-old girls. It drove me crazy to see my leftfielder performing cartwheels while a batter was at the plate. I think many years of coaching prepared me for some of the work I do today in juvenile court.

**Q. What's your favorite quote? (This can be something a line of poetry, an inspirational mantra, something you wish you hadn't said or anything that you love to use often).**

I enjoyed the TV show called Arrested Development. During one episode, Gob Bluth (truly a character lacking in self-awareness) dismissively says the following to his conscientious but nervous brother:

"It's a jet-pack, Michael. What could possibly go wrong?"

For some reason, I find the quote amusing whenever someone comes up with a really bad idea.

**Q. If you had a day to spend with anyone (living or dead, real or fictional), who would it be and what would you do?**

If the person was dead – Abraham Lincoln. If alive – Warren Buffet or Mike Krzyzewski. (More than a few juveniles at Durango have had to endure quotes from "Coach K's Little Blue Book.") We'd talk life strategy.

**Q. What goal haven't you yet reached?**

In high school, a teacher made me write out goals. I've missed more than a few that I won't mention. I haven't yet played Augusta National, and I haven't had my picture in Sports Illustrated.



# Court News and Notes

## *News from the Grants Coordinator*

### Managing Juvenile Sex Offense Cases

Juveniles who commit sex offenses pose unique challenges to juvenile courts nationwide, yet a comprehensive curriculum tailored to address the specific needs and questions of juvenile court judges has been lacking until now. Thanks to grant funding and national collaboration, a one-of-a-kind judicial education curriculum has been developed. The Maricopa County Juvenile Court judges will join judicial officers from the other 14 counties to attend a one day training to gain practical information that can enhance their day-to-day decision making in these cases.

Prior to this grant funded project, the primary focus of judicial education has been adult sex offenders. As a result, there is a lack of specialized knowledge and training among judges on how to balance the goals of punishment and rehabilitation for this juvenile population. Applying the same strategies used in the adult criminal justice system does not equate to successful interventions and outcomes in the juvenile justice system.

Training sites were selected through a national competitive application process. The training is designed to promote open exchange and discussion between participants and the faculty regarding common challenges and creative solutions. Specific benefits and outcomes that are expected as a result of this training include:

- Improved understanding of psychological and psychosexual evaluations
- Individualized case planning
- Increased knowledge regarding sex offender assessment, treatment and supervision
- Increased knowledge of pathways to sexually abusive behavior
- Improved capacity to collaborate with court partners and community supports
- Improved understanding of the limitations of the adult probation department in managing juvenile sex offense cases
- Developing guidelines for judges in the management of juvenile sex offenders will assist Arizona's juvenile justice system to make better and more informed decisions

**Submitted by Robin Hoskins**  
Court Administration

### Bio-Metrics for Juvenile Detention Time Cards

The CTS Web Development Team is creating an application to allow the new Bio-Metric time clocks, at each detention facility, to automatically feed the Court's Intranet time accounting system.

The new system will replace the old paper time punch with electronic time clock capable of reading individual employees' hand prints.

There are no cards to create, administer, carry – or lose. The new clock verifies employees' identities in less than one second, based on the unique size and shape of their hands. The clock clearly notifies each user of a match using red and green indicator lights. This system reduces the amount of time needed to punch in and improves payroll accuracy.

Using Microsoft SQL Server also helps control costs without sacrificing performance, availability, scalability, or security. SQL Server shares data across multiple platforms, applications, and devices to make it easier to connect internal and external systems.

The new application will allow Juvenile Detention to:

- Collect data from many Bio-Metric time clocks
- Take advantage of tight integration with Microsoft® SQL Server by integrating with software from the vendor
- Handle complex pay rules through innovative development
- Allow employees to punch in at one location and punch out at another location
- Integrate Juvenile Detention time accounting with the current Court time accounting system

**Submitted by Andy Cicchillo**  
Court Technology Services

## Greetings From Liberia

# Court Official Shares Tales from Liberia

Peter Kiefer, a Maricopa County Superior Court administrator, recently traveled across the globe to help the Nation of Liberia build an efficient, modern and professional court system.

Presently, he is in the middle of a 100-day assignment that will last through mid-September. He candidly shares his experiences via e-mail to his friends, including many superior court co-workers.

His missives spin interesting tales about his work in an undeveloped country where the unexpected becomes the norm.

His interest in the journey began in February when contacted by the International Division of The National Center for State Courts. Initially, the project was planned to last over a year, which he said was too long to consider. The timeframe was shortened to a more acceptable 10-week stint and he accepted after Superior Court Presiding Judge Barbara Rodriguez Mundell and Court Administrators Marcus Reinkensmeyer and Phil Knox "were gracious enough to let me take an unpaid leave of absence."

It is his responsibility to serve as case flow management expert. He is observing and evaluating the Liberian criminal case system and will develop a streamlined case management system.

"I am hoping to make a small improvement to the court system in the Republic of Liberia, which has been ravaged by 20 years of civil war. Even the most basic vestiges of justice are a challenge," Kiefer said. "Given the years of devastation caused by the war, the key to developing a workable plan is to chart out small practical steps that can be easily implemented."

Shortly after arriving in Liberia, he met with Chief Justice Johnnie Lewis and learned that his supervisor is Marti Troy, who used to work for the Maricopa County Attorney's Office. They are coordinating their work with the American Embassy and the United Nations mission in the country. Their initial project was to inaugurate Judicial College for the Liberian judiciary. The target date was June 17.

He quickly learned about an intriguing case involving witchcraft.

A Republic of a Liberia senator "stands accused of beating a young woman," Kiefer reported. "His defense is to blame Satan. The gossip is the senator believes the young woman turned herself into a cat and harassed the senator, so he beat her. I don't think this is so unusual. In Kenya this week an 80-year-old woman was beaten to death by a mob after accusing her of being a witch."

He visited a courtroom so he could observe a notorious case involving members of the previous transitional government who are charged with embezzling millions of U.S. dollars. He describes the court facility as "a cavernous two-story room constructed out of concrete and glass windows that did not fare well in the civil war."

During a motion to submit photocopied bank records of the embezzled funds the lawyers engage in a "very heated" argument that lasts over an hour. Monsoon rain that pelts the side of the building and the constant sound of a generator outside "creates a deafening din in the huge courtroom," he said adding that six prosecutors sit at the counsel table, joined by "six defense attorneys who chew on small Liberian peanuts reading the paper and talking on their cell phones as the trial creeps along."

The court reporter is actually a typist who takes a verbatim record of the proceedings on six sheets of paper separated by carbon paper (two copies go to the defense, two copies go to the prosecution, one copy goes to the judge and two copies plus the originals are sorted by the clerk). The racket of the typist pounding on a manual

## Greetings From Liberia - Continued From Page 6

### **Collaborative COJET Conference Recap**

Every year, while the judges are at the judicial conference, a collaborative committee comes up with a training blitz that allows court staff to attend training. This year, the C3 committee—Collaborative COJET Conference, made up of 20-plus employees from various agencies, organized a spectacular event. The committee had representatives from nine agencies City of Phoenix and Glendale, Court of Appeals, Clerk of Court, Adult and Juvenile Probation, Justice Courts and of course our own Trial Courts. We had 68 speakers present, offering a total of 152 classes at 13 locations. C3 had 2257 participants.

Some additional statistics compiled were: Total Hours Offered: 4026 - Clerk of Court utilized the event the most with 42 percent participation (1686 hours), Trial Courts with 36 percent participation (1446 hours), Adult Probation with 16 Percent (635 hours) and 6 percent with other agencies.

**Submitted by Cindy Reid**  
**Staff Development and Training**

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### ***Greetings From Liberia - Continued from page 6***

typewriter makes hearing the proceedings almost impossible. Attorneys dictate to the typist and often must stop to wait for the typist to catch up. Jury members directly question witnesses, and like the attorney, must speak slowly so the typist “can get every word.”

Electricity goes out once or twice a day, Kiefer said, adding that it usually lasts only a few minutes at a time. He’s only seen two western companies - FedEx and DHL. Liberia apparently has no Starbucks.

Since 2001, Kiefer has been a Deputy Court Administrator for Maricopa County Superior Court. He previously served as Criminal Court Administrator and is now Southeast Regional Administrator. Previously he has worked with the California Administrative Office of the Courts, Oregon Judicial Department, Multnomah County District Court and Santa Clara County Superior Court. Since 1994 he has been the ethics columnist for The Court Manager publication and has participated in training seminars on court ethics around the country.

### **Research Tip: Finding Arizona Laws**

Trying to find Arizona laws online isn’t easy. First, there are so many different sources of law: city codes and ordinances, administrative regulations from state agencies, and statutes passed by the Arizona State Legislature just to name a few. Second, these laws are not always placed prominently where you think they would be or made readily available online. This is why the Law Library has developed a comprehensive portal with links to resources for locating sources of Arizona law. The portal can be found through the Law Library homepage or directly at the following link:

<http://www.superiorcourt.maricopa.gov/LawLibrary/LegalResearch/ArizonaResearch/index.asp>

Here is just some of what the library’s Arizona Legal Research portal has to offer:

#### **Arizona Courts Resources**

We provide quick access to rules of court throughout Arizona as well as links to all courts located in Arizona through this page. In addition, it provides links to Maricopa County specific tools such as filing fees and sentencing charts.

#### **Arizona State Government**

This section provides links to all Arizona state agency websites. So if you ever need a starting point for locating an agency and don’t know what the name of the agency is, this could be a great starting point for you.

#### **Arizona Law and Regulations**

Here we provide access to the remainder of sources of law including Maricopa County Superior Court and Arizona Supreme Court administrative orders, the Arizona Administrative Code, and Arizona Revised Statutes just to name a few.

#### **Arizona City Codes**

Hunting for city codes online can be a big challenge. As a result, we provide an exhaustive resource for all city codes currently available online in Arizona. Arizona county ordinances can be found on the Arizona County link as well.

Our reference librarians know how to find Arizona laws online faster than you can scratch your head and ask “Where would that information be?!” So, if you or a customer have questions about finding Arizona laws, contact the library on the second floor of the East Court Building, by telephone at 602-506-3461 or by email at [services@sccl.maricopa.gov](mailto:services@sccl.maricopa.gov) for more information.

**Submitted by Jennifer Murray**  
**Law Library**



# Employee Question and Answer Sessions

During April and May of this year, Court Administrator Marcus Reinkensmeyer hosted five Employee Question and Answer Forums. During these forums Marcus addressed topics such as the growth in population and how that affects the workload for the Superior Court of Maricopa County, the current budget challenges, the state of the Court's budget, space planning, and the results from both the CourTools Public Survey and the Employee Satisfaction Survey.

In 1929 when the Old Court House was built, the population of Maricopa County was 150,970 residents. There were only 3,268 case filings and only 3 Superior Court Judges. Today the population is approximately 3.8 million residents. There are 157,956 Superior Court case filings, 379,498 Justice Court case filings, 96 Superior Court Judges, 23 Justice of the Peace and 56 Superior Court Commissioners.

And we are continuing to grow each day with an average of 375 individuals moving to Maricopa County daily. With this increased growth the Courts are beginning to run out of space to effectively serve the community of Maricopa County. A Criminal Court Tower is planned to be built as part of the Downtown complex, and will have all the necessary amenities to serve the community. One article from the Arizona Republic stated; "Finally, if the criminal courts don't have enough space, then justice will be delayed. Longer court waits translate into higher jail costs for housing, food and medical attention."

Another important topic at the employee forums was in regards to the surveys for both employees and for visitors of the Courts. The survey called CourTools is a survey that is conducted to capture the overall opinions of the community when they are visiting the Courts. They are asked a variety of questions from: "Was finding the courthouse easy?" to "As I leave the courthouse I know what to do next about my case?" These surveys are conducted at 9 court sites and done at least twice a year. The results are reviewed and compared to previous years, and we have found that the results have maintained or have improved.

The Employee Satisfaction Survey is conducted once a year by the Research and Reporting Department. In



*Court Administrator Marcus Reinkensmeyer answers employee questions during a brown bag luncheon at Table One inside Change of Venue.*

2007, the overall participation by the Judicial Branch staff totaled 83%. 686 out of 824 employees participated and 20 out of 40 departments had 100% participation. Scores in the Employee Satisfaction Survey score from a high of 8 (Very Satisfied) to a low of 2 (Very Dissatisfied). Scores above 5 are positive satisfaction and scores below 5 are negative satisfaction. Some of the areas of continued satisfaction and highest scores were: Information you have to do your job, Unit focuses on Customer Satisfaction/Needs, Kind of work you do, Your Benefits and People you work with. Some of the areas that received lower satisfaction and lower scores were: Your pay is based on performance, Opportunities for Advancement; Pay is fair in relation to your job, and Communication between Departments. Each year it is important to have as many employees as possible complete the surveys to give the Management Team feedback, the Management Team is committed to review the results each year and to make changes as necessary.

Marcus is committed to continuing the Employee Question and Answer Forums each year to keep employees updated on the status of The Judicial Branch. We ask that you continue to support The Judicial Branch by completing the surveys and participating in the next Employee Question and Answer Forums.



# Probation, Parole and Community Supervision Week

The American Probation and Parole Association has announced that the week of July 13-19, 2008 will be observed nationally as Probation, Parole and Community Supervision Week. For over 100 years, officers have been supervising offenders to make our communities a safer place to live. These dedicated professionals serve crime victims and hold offenders accountable for the wrong they have committed to our families, friends and communities. It is through their commitment to public safety that our communities are a safer place for everyone.

They are professionals who constantly acquire knowledge of what motivates offenders and apply that knowledge in the most effective way possible. The work they do has become multifaceted and goes well beyond supervision and surveillance of offenders - it has expanded to include working with victims in a much more involved capacity to ensure that restorative justice principles are addressed. All of this is done in an effort to ensure the highest level of public safety.

On July 8, 2007, Governor Janet Napolitano proclaimed the week of July 13<sup>th</sup> through July 19<sup>th</sup> "Probation, Parole and Community Supervision Week". Luncheons, a



*Probation employees celebrate Probation, Parole and Community Supervision Week.*

"Breakfast from the Bosses", ice cream socials and other various events took place throughout the department in special recognition of the outstanding job done by the men and women of Adult Probation.

Thank you Maricopa County Adult Probation Department for being an essential part of the criminal justice system by advocating community and restorative justice through the work you do every day.

**By Shari Andersen-Head  
Adult Probation**

## Donation of Leave Program is Helping Employees

The Donation of Leave program is part of both the Unclassified (P-302C) and Classified (P-305D) Leave Policies. The Donation of Leave program allows employees who accrue leave to donate annual leave accruals to other employees who are off work due to a serious medical condition.

The program has helped benefit many employees throughout Trial Courts, Juvenile Probation, Justice Courts and Adult Probation. Over the past fiscal year employees have donated almost 10,000 hours to co-workers who have been out of work under the Family and Medical Leave Act (FMLA). Those 10,000 hours are worth about \$195,000 in donated wages.

Adult probation has given 5,000 hours or \$105,000 in wages to fellow employees while Juvenile probation and Trial/Justice Courts have each donated 5,000 hours (worth \$50,000 and \$40,000 respectively).

The Donation of Leave program allows eligible employees to request donations from co-workers if they have exhausted their own accruals. They also need to be eligible for FMLA leave and be out for an FMLA qualifying reason that will last at least two weeks. If you are interested in donating time to fellow co-worker, watch for the solicitations in your email.

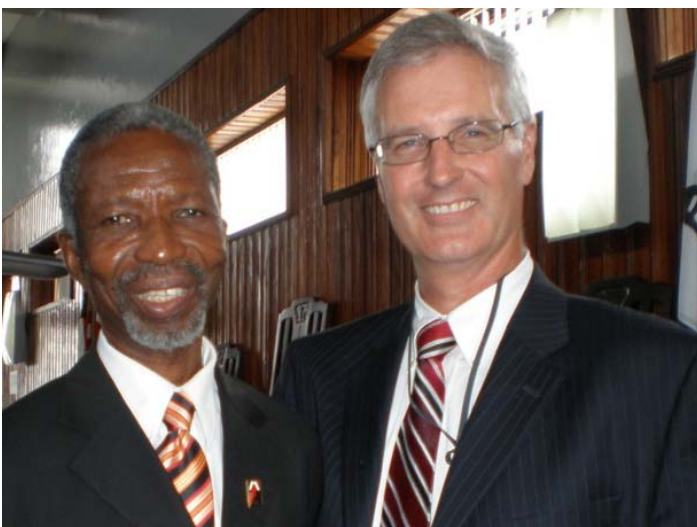
**By Jenna Volden  
Human Resources**

# CourtSide

## *Photo Highlights*



***Presiding Judge Barbara Rodriguez Mundell and newly appointed NACM President Marcus Reinkensmeyer pose for a photo with Maricopa County Court/Clerk administration employees at the NACM conference in Anaheim, CA.***



***Lordship Justice Bawa Akamaba of the Supreme Court of Ghana (left) with Peter Kiefer of Superior Court. The photo was taken at the opening of the James A. A. Pierre Judicial Institute in Liberia.***



***Elizabeth Evans, training administrator, discusses upcoming classes with Dominick Buetti of Adult Probation at the C3 employee appreciation event.***